



C_THR81_1908

SAP SF EC Certification Questions & Answers



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C_THR81_1908

SAP Certified Application Associate - SAP SuccessFactors Employee Central Q3/2019

80 Questions Exam – 71% Cut Score – Duration of 180 minutes

C_THR81_1908 Practice Test

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C_THR81_1908 Questions and Answers Set

Question 1.

The following table shows an extract from a customer's configuration workbook. Which of the following XML configurations meet the customer's requirements?

There are 2 correct answers to this question.

Pay Component

<u>System Field ID</u>	<u>System Field Label</u>	<u>Type</u>	<u>Max. Length</u>	<u>Used</u>	<u>Required (Mandatory)</u>
externalCode	Code	STRING	32	Yes	Yes
name	Name	STRING	90	Yes	Yes
description	Description	STRING	128	Yes	No
status	Status	STRING	32	Yes	Yes
start-date	Start Date	DATE	32	Yes	Yes

a) `<hris-field-max-length="128" id="status" visibility="both" required="true" pii="false" <label>Status</label>`

`</hris-field>`

b) `<hris-field-max-length="32" id="externalCode" visibility="both" required="false"> <label>Code</label>`

`</hris-field>`

c) `<hris-field-max-length="32" id="start-date" visibility="both" required="true" pii="false"> <label>Start Date</label>`

`</hris-field>`

d) `<hris-field-max-length="90" id="name" visibility="both" required="true"> <label>Name</label>`

`</hris-field>`

Answer: c, d

Question 2.

What are characteristics of a generic (MDF) picklist?

There are 2 correct answers to this question.

- a) The picklist value order is set globally.
- b) Picklists are effectively dated.
- c) Picklist values can be deleted.
- d) Picklists can be used for all foundation objects.

Answer: b, c

Question 3.

Your customer requires a new custom MDF foundation object (MDF FO) linked to legal entities to build their organization structure. What are possible steps?

There are 2 correct answers to this question.

- a) Define a custom object using the Configure Object Definitions tool.
- b) Define the association to the legal entity with the Corporate data model.
- c) Create records using the Manage Organization, Pay and Job Structures tool.
- d) Import the records using the Import and Export Data tool.

Answer: a, d

Question 4.

Where can a workflow contributor see the comments posted on a workflow request?

Please choose the correct answer.

- a) Manage Workflow Groups
- b) Manage Workflow Requests
- c) Pending Requests
- d) Email Notification Templates Settings

Answer: c

Question 5.

A customer needs a generic (MDF) object to track employee membership to external organizations. For this purpose, you are creating the following fields:

1. Employee Name (Selected from the list of active employees)
2. Department (Selected from the existing departments in the company)
3. Organization Name
4. Membership Date

Which data types does SAP SuccessFactors recommend for these fields?

Please choose the correct answer.

- a) 1. User
2. Picklist
3. String
4. Date
- b) 1. User
2. Generic Object
3. String
4. Date
- c) 1. User
2. Foundation Object
3. Picklist
4. Date
- d) 1. Data Source
2. Picklist
3. String
4. Date

Answer: b

Question 6.

Your customer asks you to create a custom field for employees in Germany to track personal information. Where would you configure this?

Please choose the correct answer.

- a) In the next custom field that is available in the globalInfo element of the Succession Data Model
- b) In the next custom field that is available in the personalInfo element of the country-specific Succession Data Model
- c) In the next custom field that is available in the personalInfo element of the Succession Data Model
- d) In the next custom field that is available in the globalInfo element of the country-specific Succession Data Model

Answer: d

Question 7.

You want to create a generic (MDF) object that has a composite association with two other MDF objects. Where do you define the association?

Please choose the correct answer.

- a) In the Manage Data tool
- b) In the Corporate data model
- c) In the Configure Business Rules tool
- d) In the Configure Object Definition tool

Answer: d

Question 8.

What do you need to download before importing organization, pay, and job data into the system?

Please choose the correct answer.

- a) A CSV template containing all objects from the Manage Organization, Pay and Job Structures tool
- b) A blank CSV template for each object from the Manage Organization, Pay and Job Structures tool
- c) A blank CSV template for each object from the Import Foundation Data tool
- d) A CSV template containing all objects from the Import Foundation Data tool

Answer: c

Question 9.

You are creating a generic (MDF) object and you want to add a foundation object (FO) as a field. Based on the attached screenshot, what value would you enter for the valid values source?

Please choose the correct answer.

```
<hris-element id="location">
  <label>Location Name</label>
  <hris-field max-length="32" id="externalCode" visibility="both" required="true" pii="false" showTrailingZeros="false">
    <label>Code</label>
  </hris-field>
  <hris-field max-length="32" id="name" visibility="both" required="false" pii="false" showTrailingZeros="false">
    <label>Name</label>
  </hris-field>
</hris-element>
```

- a) Code
- b) Location Name
- c) location
- d) externalCode

Answer: c

Question 10.

How do you translate the label for the Legal entity object so that users in different countries can see the label on their own language?

Please choose the correct answer.

- a) Update the label in Configure Object Definitions.
- b) Update the 'xml:lang' attribute in the Corporate Data Model.
- c) Update the 'xml:lang' attribute in the CSF Corporate Data Model.
- d) Update the label in Text Replacement.

Answer: a

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